

A special issue from
ITD Vietnam

THE AI-HUMAN "POWER COUPLE"

January 2026
edition

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Letter from the Editors

Dear our valued readers!

Welcome to 2026.

By now, the predictions have largely come to pass. AI agents are no longer just drafting our emails; they are handling complex workflows, analyzing data at scale, and reshaping the very structure of our organizations. Yet, as we stand at this technological frontier, a fascinating paradox has emerged: **the more digital our work becomes, the more our success depends on being deeply, unapologetically human.**

This month, our editorial theme is "**The Human Edge in an AI World.**" We believe the future of work isn't about "Human vs. Machine"—it is about "**Collaborative Intelligence**": forming a "Power Couple" dynamic where technology handles the processing, and leaders handle the purpose, the empathy, and the judgment.

In this edition, we are challenging the notion that "tech leadership" requires coding skills. Instead, we argue that the prerequisite for leading a hybrid workforce of bots and people is **Human-Centered Leadership.**

Key Takeaways from this Edition:

- **The "EQ" Gap:** Why AI's lack of emotional intelligence makes your ability to connect more valuable than ever.
- **Psychological Safety as an Innovation Tool:** You cannot adopt AI successfully if your team is afraid to fail or speak up.
- **The Skills-First Shift:** How to move from managing "resources" to cultivating "whole humans" who can do what algorithms cannot.



Letter from the Editors

We hope this edition serves as your compass for the year ahead—a year where the "soft" stuff will undeniably become the "hard" currency of business.

Warm regards,

ITD World Vietnam Team



The Prerequisites for Leading AI: Why Human- Centered Leadership Wins in 2026



The Prerequisites for Leading AI: Why Human-Centered Leadership Wins in 2026

(Note: This article has been adapted from "Human Centered Leadership: The Importance of a 'People First' Mindset" to address the specific challenges of the AI era:

<https://itdworld.com/blog/leadership/human-centered-leadership/>)

As "Agentic AI" continues to reshape our workflows at an unprecedented pace, leaders are facing a new reality. The automation of routine tasks hasn't made management easier; it has made it more complex.

We are seeing a paradox: **The more digital our work becomes, the more success depends on being deeply human.**

Human-Centered Leadership (HCLP) is no longer just a "nice-to-have" philosophy for culture building. It is now the strategic response to the AI age. It is the only sustainable path to unlocking the **creativity, engagement, and resilience** that technology, no matter how advanced, cannot replicate.

The "Human Operating System"

In the current climate of rapid change, stress and burnout are the enemies of innovation. A study from Harvard Business Impact Enterprise found that nearly 45% of employees experience stress weekly. When people are stressed, they resist new tools (like AI).

A human-centric approach counters this by fostering the unique skills that are now the primary drivers of value:

- **Critical Thinking:** To audit AI outputs.
- **Collaboration:** To bridge the gap between siloed departments.
- **Creativity:** To ask the questions AI hasn't thought of yet.

The Prerequisites for Leading AI: Why Human-Centered Leadership Wins in 2026

The 3 Core Practices for the AI Era

To lead a hybrid workforce effectively, we must adapt the three pillars of Human-Centered Leadership:

1. Lead from the Inside Out (The "EQ" Gap)

AI has zero Emotional Intelligence. It cannot read a room, sense hesitation, or inspire hope. Therefore, the leader must provide 100% of the empathy.

- **The Shift:** You must cultivate self-awareness to manage your impact on others. As executive coach Dr. Marshall Goldsmith wisely puts it, the equation for success is: *"Less me + More them = Success."*
- **The Action:** Embrace vulnerability. In an era where AI creates "perfect" answers, leaders must be willing to say,

"I don't know." Letting go of the ego-driven need to be the smartest person in the room is the fastest way to build trust.

2. Foster Connection and Belonging (Safety to Innovate)

Google's "Project Aristotle" proved that **psychological safety** is the top factor in high-performing teams. In 2026, this is critical for tech adoption.

- **The Shift:** If your team fears blame, they will not experiment with new AI tools, nor will they flag when an algorithm makes a mistake.
- **The Action:** Create an environment where it is safe to take smart risks. Listen to understand, not just to respond. When people feel safe, they transition from "protecting their jobs" to "augmenting their work."

The Prerequisites for Leading AI: Why Human-Centered Leadership Wins in 2026

3. Drive Purpose, Not Just Process

AI is excellent at *process* (efficiency), but it cannot understand *purpose* (meaning).

- **The Shift:** A traditional, task-centered leader focuses on the "how." A human-centered leader focuses on the "why."
- **The Action:** Align work with meaning. Don't just hand off tasks; connect those tasks to the organization's larger mission. Empower your people with autonomy—give them the resources they need and trust them to do their best work.

The Challenge: Balancing Empathy with Accountability

A common trap for leaders trying to be "human-centered" is "**Ruinous Empathy**"—being so polite that you fail to give honest feedback.

In an AI world, clarity is kindness. We must practice "**Radical Candor**" (a concept by Kim Scott). This means "Caring Personally" while "Challenging Directly."

- **The Lesson:** A human-centered leader doesn't avoid telling a team member their work isn't meeting expectations. Instead, they deliver the message with care: *"I'm bringing this up because I am committed to your success here. Let's talk about what's getting in the way and how I can support you."*

Conclusion

As Satya Nadella once said, *"Empathy makes you a better innovator."* In 2026, we don't need leaders who act like robots. We need leaders who can grow the people who *manage* the robots. The shift from viewing people as "resources" to "whole human beings" is the key to winning in the digital age.

Why Leaders Must Master Human Skills to Get the Most Out of AI

Why Leaders Must Master Human Skills to Get the Most Out of AI

Credit: Diane Belcher

Source: Harvard Business Impact <https://www.harvardbusiness.org/insight/climbing-the-high-summits-why-every-leader-must-master-human-skills-to-get-the-most-out-of-ai/>

At Machu Picchu's Sun Gate, a clear view of the citadel can vanish in minutes. Skies that seem calm turn quickly into downpours, leaving the path slick with rain and the descent treacherous. Those prepared for the unpredictable weather are glad to have their rain jackets, but gear alone is not enough. What makes the difference is the ability to adapt and stay resilient as conditions change.

Today's organizations are climbing into their own unpredictable conditions, an era of relentless disruption, technological advances, data security threats, volatile markets, and geopolitical risk. Within view is an unprecedented capability to reimagine strategy, accelerate performance, and

unlock value at scale and speed. But reaching the summit requires something more than high-tech gear.

It requires every member of the organization—from the CEO and C-suite to managers, frontline teams, and technical experts—to master the complementary human strengths that no machine can replace. In the face of unexpected turns, humans bring a kind of adaptability, judgment, and creativity that technology can't yet match. And it's these capabilities that make the difference between stalling short of the peak and reaching it.

Why Leaders Must Master Human Skills to Get the Most Out of AI

The Gear Is Critical, but It's Not the Guide

Artificial intelligence (AI) is the modern expedition's gear: precise, powerful, and more functional than anyone could have imagined only a few years ago. But the gear is not the guide.

The guide's role is to read the mountain, adjust the route to conditions, set the pace, make safety-critical decisions, and ensure the team's resources, skills, and morale are all there. Teamwork and resilience make all the difference, just as in business. Rapid, continuous change exhausts even very capable workforces. Leading through it takes leaders with strong social and emotional intelligence, the ability to create psychological safety, and a genuine interest in people's well-being.

The most successful AI adoption comes from a distributed leadership model. The CEO sets the tone and embeds AI into the business strategy, but the chief information officer, chief operating officer, functional heads, and line managers must all take responsibility for integrating AI into workflows, decision-making, and customer experiences. Without that shared commitment, AI doesn't get scaled to its full potential.

That's why AI literacy for everyone matters too. Ensuring that every team member understands both AI's capabilities and its blind spots helps them know when to trust the model and when to trust their instincts. In a truly AI-enabled organization, frontline employees aren't just end users. Instead, they're active contributors who spot risks, surface opportunities, and feed insights back into the system.

Why Leaders Must Master Human Skills to Get the Most Out of AI

Reading the Signs Machines Can Miss

Even in clear weather, strong leaders question assumptions, reassess the plan, and prepare alternatives. They look for hazards the map can't show and act before those hazards become crises. When crises do occur, they size up the problem with a sense of proportion and draw on their creativity to improvise solutions when necessary.

Just as in business, leaders must cultivate integrative thinking, which is the ability to hold competing perspectives, connect dots across functions, and generate new paths forward. As research from Harvard Business School has shown, the strongest creative ideas often emerge when humans and machines work together, combining human originality with AI's ability to refine ideas and test their feasibility. This

is what turns AI potential into transformative capabilities.

The Partnership That Gets You to the Top...and Back Home

The most successful digital transformation strategies rely on constant coordination between people and technology. Despite detailed plans, it's the team that decides when to deviate to avoid danger, preserve energy, or seize an unexpected break in the weather.

For high-performing organizations, the C-suite, product leads, operations managers, legal teams, human resources departments, engineers, customer-facing teams, analysts, and even administrative staff learn to collaborate with AI tools in ways that elevate both their work and the organization's overall performance.

Why Leaders Must Master Human Skills to Get the Most Out of AI

Leading at Extreme Altitude

The companies that succeed won't just be the ones with the most advanced AI tools. They'll be the ones that have deliberately elevated the human capabilities that give those tools purpose and given everyone a role in finding new ways forward.

They will:

- Enhance human strengths, developing emotional intelligence, ethical judgment, resilience, creativity, and integrative thinking in every role.
- Build widespread AI literacy, so every employee can partner effectively with AI.
- Share ownership of creating the organization's future, engaging the leadership team and broader workforce in seeking ideas to leverage AI,

not isolating it within a single function.

Reaching the summit involves building a digitally literate workforce, whose human capabilities have also been sharpened. When leaders at every level champion these complementary elements, the organization doesn't just climb higher, it becomes more capable of navigating whatever terrain lies ahead.

CHRBP

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TRANSFORMING

human resources

ENHANCING

business partner capabilities

There are **2 levels of accreditation** when completing the CHRBP program.

G Upon fulfilling all workshop attendance requirements and also the timely submission of all coursework assignments, you will be awarded a **Certificate in CHRBP**.

G Subsequently when you complete a capstone project that illustrates evidence of successfully applying the CHRBP competencies in your organization, you will be awarded a **professional "Certified CHRBP" certification from ARTDO/ITD World.**

FACILITATOR
KC YAN



Benefits of attending this HRBP Program

why attend this 5-day program?

BY ATTENDING THE **5-DAY HRBP PROGRAM**, YOU WILL BE ENERGIZED AND HAVE A REFORMED HR PROFESSIONAL PERSONA:

- Self-belief in your personal ability to make a strategic difference to the business
- Belief in the strategic value of the HR function
- Confidence to have a strong point of view and express it even if it proves unpopular
- Knowledge and experience of the business and its intricacies and an ability to communicate in business terms
- An ability to build long-term, credible and trusting relationships with business (clients) and with HR colleagues
- A focus on delivering business outcomes through leveraging the whole HR function and acting as a strong role-model for the rest of the HR team



Objectives of the Program

upon completing the 5-day program, participants will be able to:

- Define the term human resource transformation and mega trends impacting that transformation
- Reflect on and identify strategies to address the key megatrends.
- Define the term human resource partnering
- Describe and summarize unique choices in HR transformation and HR partnering
- Examine in depth what Talent Management is and how it can become the focus of HR transformation
- Come up with a blueprint of a Strategic HR transformation and partnering plan and implementation
- Strengthen your personal credibility by building a set of partnering competencies that will make a difference to the business in strategy, change management, and organizational development and performance front
- Establish an effective HR Metrics and Analytics framework that provides critical business insights to the human capital model of the enterprise
- Deliver a differentiated and distinct integrated talent management capability to the enterprise

Who Should Attend

HR Managers, Directors, Vice Presidents, OD Practitioners and Senior Executives responsible for HR functions



Program Outline

Mode	Hybrid Approach a) Self Paced (Asynchronous) Learning – individual and group assignments, case studies, videos, google research b) Trainer Paced (Synchronous) Learning – interaction with class mates and trainer
Language	English
Duration	2 weeks – Week 1: 4 Modules over 2 days, Week 2: 6 Modules over 3 days 3 months to complete cap stone project Anticipate approx. 4 months from start to certification
Curriculum Structure	Transformational. Future Relevant. Practical 6 HRBP Competency Tracks with 10 Learning Modules, each Module 3.5 hours <ol style="list-style-type: none"> 1 Self Paced (Asynchronous) Learning – individual and group assignments, case studies, videos, google research1) Decoding Business Partner Competencies, Roles, Expectations (3 modules) 2 Leading Change & Transformation (2 modules) 3 Becoming a Trusted Internal OD Consultant (1 module) 4 Leveraging HR Metrics & Analytics (1 module) 5 Shaping the Future of Talent Management & Leadership Capital (2 modules) 6 Designing & Delivering Agile HR Capabilities (1 module)
Testing & Certification	Assignments, Quizzes, Cap Stone Project, 360 Assessment (Before/ After)

A Detailed Look At the Modules & Curriculum

Track 1 (3 modules) Decoding Business Partnering	<ul style="list-style-type: none"> • HR Transformation – the Ulrich Change Champion Model • Contracting RACI With Business Leaders – Business RACI, HRBP RACI for People Processes • The (HRBP + OD = HR Strategist) Integrated Competency Model • RBL's HRCS Round 7 Model (Organization Enablers, Core Competencies, Delivery Enablers)
Track 2 (2 modules) Managing Change	<ul style="list-style-type: none"> • 3 Levels of Change Management (Design, Implement, Sustain) • Managing Expectations of Stakeholders • Overcoming Change Resistance; Change Readiness Diagnostics • Review of 3 Change Models (ADKAR, Kotter, GE CAP)

A Detailed Look At the Modules & Curriculum (cont'd)

Track 3 (1 module) OD – Consulting	<ul style="list-style-type: none"> • The 7Cs of Effective Internal Consulting • OD – Sx, Hx, Dx, Tx – Diagnostics & Design Thinking • Tools & Methods for Organization Vitality Check • Organization Capability-Vitality Audit
Track 4 (1 module) HRMA	<ul style="list-style-type: none"> • 3 Aspects of HRMA Value-Add: Reporting, Interpreting, Leveraging • Differentiating Between HRMA and EFMA • Important Roles & Responsibilities for Organizing the HRMA Function • Metrics vs Analytics (Working In the Business, Evaluating the Business, Working On the Business)
Track 5 (2 modules) Talent Management & Leadership	<ul style="list-style-type: none"> • Talent Definition & Talent Segmentation • Future Centricity of Talents = Future of Work • Setting Up an Integrated Talent Management Capability • Managing the Talent Brand • 3 Perspectives on Succession Planning
Track 6 (1 module) Agile HR	<ul style="list-style-type: none"> • Talent Definition & Talent Segmentation • VUCA of Business – Agile Human Resource Capability (Agile Leaders, Agile Employees, Agile HR Systems) • Designing Future Agile – 3 Adaptive Conversations (Agile Workflow, Agile Workplace, Agile Workforce) • Enabling the “AwE” Agile Model • Strategic Career Coaching

Course Leader Profile

KC Yan



- KC is a Human Resource Practitioner with extensive experience in manufacturing and service industry, with a number of leading global MNCs
- Senior Principle Consultant at ITD World, Corporate Director at ITD Asia and Director for ARTDO
- Sr Human Resources Director, Asia-Pacific & Japan of Freescale Semiconductor
- Responsible for business HR in 9 countries (Japan, Korea, China, Taiwan, Hong Kong, Malaysia, Singapore, India, Australia)
- Spin off from Motorola SPS, set up new performance culture, win in business, strategic talent life cycle development, from public to private LBO, build best in class regional HR leadership team
- Human Resources Director, Asia-Pacific & Japan of Motorola Semiconductor Product Sector
- Sr Human Resource Business Partner Reinsurance Asia of Swiss Reinsurance Company
- Head of Human Resources, Asia-Pacific
- Dual reporting to Group Executive Council Member & CEO of Asia Division in Hong Kong and Group Management Board Member & Group Head of Human Resources in Zurich (for Head Asia HR role) and MD Head of HR for Reinsurance
- Certified Coaching & Mentoring Professional
- Speaker at a variety of International and Regional for Creative Leadership, Corporate Executive Board and Conference Board
- Master in Industrial Management from University of East Asia, Macau

Endorsement



KC was my Senior Human Resources business partner for my role as Regional President AsiaPacific for Swiss Re Group.

We built an effective relationship where he operated as a key sounding board and KC led HR related strategic discussions with the Asia Management Team.

Our key focus was resourcing and succession. Matters of talent engagement, retention and motivation were high on our agenda. KC was highly engaged, often at the individual person level in career discussions and made a valuable contribution to our success.



MARTYN PARKER

*Member of Group Management Board Chairman,
Global Partnerships SWISS REINSURANCE GROUP*



I have known KC Yan for over 15 years and he has impressed me as a person of high integrity and wealth of knowledge. KC had worked with me at Motorola Semiconductor as the Director of Human Resources for the Asia-Pacific Region.

We had worked closely in many areas, including compensation plan, performance evaluation, talent retention, competitive benchmarking, leadership training, talent pipeline and much more.

In addition, KC was also a key staff on my Asia Country Management Council, covering China, Hong Kong SAR, Japan, Korea, Malaysia, India, Singapore and Australia on strategic issues. His deep insights in organization development had contributed to the fast business expansion at the time. I believe his knowledge and skill set should benefit many of the companies seeking for performance excellence.



JOE YIU

*Chairman Emeritus Asia Region
FREESCALE SEMICONDUCTOR LTD
Formerly Executive Vice-President & General
Manager
Motorola Semiconductor Products Sector/Freescale*



I was privileged to work with KC Yan at Freescale Semiconductor. KC's strength lies in his keen ability to translate business strategies into granular bites for practical execution on the ground.

With his sharp analytical mind, he can "connect the dots" in the business with ease.

His strategic HR work around talent management and engagement has great impact on workforce retention. Certainly an excellent HR strategist with a well-balanced view of what makes business sense!



DATO' MOHD KHALIS ABDUL RAHIM

*Human Capital Officer
Malaysian Airlines Bhd*

Clients include

VIETNAM – Vietinbank, Vietnamworks, Petro Vietnam Drilling, VinGroup
MALAYSIA – Intel Malaysia, Osram Malaysia, B Braun Asia-Pacific, Motorola Solutions Malaysia, First Solar, Guinness Anchor Bhd., Robert Bosch, LotteChem Titan, University Sains Malaysia Graduate Business School, Shangri-La Hotels
MAURITIUS – Institutional Expertise Services, Mauritius Civil Service College
SINGAPORE – Schneider Electric Asia-Pacific
THAILAND – Inter Thai Pharmaceutical, ThaiBev
AFRICA – Africa World Scout Council
INDONESIA – Citibank Jakarta



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- RESULTS** – Rapid Progress for a Better World
- GAME** – Fun Challenges for a Better World
- MARSHALL AI** – Mentor Coach for a Better World



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Webinar Agenda

- Opening & Facilitators Introduction
- KC Yan's Sharing Session
- Q&A
- Dato' Dr. Mohd Khalis' Sharing Session
- Q&A
- Capabilities of an HRBP that CEOs truly value
- Q&A and Closing

KC Yan

- 37-year HR/ODD practitioner with manufacturing leadership background; rose to Manufacturing Operations Manager overseeing over 600 staff with broad cross-functional experience.
- Action-oriented HR/ODD consultant, speaker and lecturer who translates strategy to practical change across diverse teams.

Dato' Mohd Khalis Abdul Rahim

- 27+ years in human capital leadership; served as Group CHCO at Malaysia Aviation Group leading major transformations.
- Award-winning HR professional and certified coach; Adjunct Professor at Multimedia University and advisor.

DATE 2 FEBRUARY 2026 (Monday)

TIME 2.00 PM - 3.00 PM (GMT+7 HONGKONG/BKK)
3.00 PM - 4.00 PM (GMT+8 KL/SG)

FACILITATORS

KC Yan

Senior Consultant at ITD World

Dato' Dr. Mohd Khalis Abdul Rahim

ex Group Chief Human Capital Officer, Malaysia Aviation Group



◀ KC Yan



◀ Dato' Dr. Mohd Khalis

Thrive WITH ITD WORLD'S e-Certification

e-Workshops →



← e-Workshop & e-Certification



DATE	EVENT	COUNTRY	TYPE	TRAINER	FEES (USD)
	Leadership Development Program ↗ Leading Strategy ↗ Leading Self & Others ↗ Leading Growth	Vietnam	F2F	Kenzer Tan KC Lee Dion Ooi	1,800-3,000/pax
23 January Kick-off	e-CCMP Certified in Coaching & Mentoring Professional ↗ ECS ↗ HOC ↗ EMS ↗ CMBS	International	Online	Safura Atan KC Lee Dr Mario Aquino del Castillo Dr Peter Chee	3,000-3,690/pax
11 – 12 Feb 12 – 13 Mar 7 – 8 Apr 5 – 7 May					
26 – 27 Feb, 2 – 4 Mar	e-CTCS Certification in Talent Competency and Succession Management	International	Online	Dr William Rothwell	1,200/pax
27 Feb, 6, 13, 27 Mar 3, 10 April	e-CTP Certified Training Professional	International	Online	Dr Mario Aquino del Castillo	3,500/pax
19 – 20 March 25 – 27 March	CHRBP Certified Human Resource Business Partner	Vietnam	F2F	KC Yan	1,500/pax



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DATE	EVENT	COUNTRY	TYPE	TRAINER	FEES (USD)
30 – 31 Mar	Hybrid GWLDP Global Women Leadership Development Program – Phase 1	Malaysia	Hybrid	Serely Alcaraz Dr Peter Chee Kenzer Tan	6,500/pax
27 March Kick-off	e-CCMC Certified Chief Master Coach	International	Online	Dr Marshall Goldsmith John Mattone Dr Peter Chee Darelyn DJ Mitsch Brenda Bence Dr Marcia Reynolds Arthur Carmazzi	9,830/pax
20 – 22 April 20 – 22 May 24 – 26 June 22 – 24 July 26 – 28 August					
4, 7, 11, 14, 18, 21, 25, 28 May (Mon & Thur)	e-CIDD Certification in Instructional Design and Development	International	Online	Dr Mario Aquino del Castillo	2,800/pax
11 – 12 May	Hybrid GWLDP Global Women Leadership Development Program – Phase 2	Malaysia	Hybrid	Serely Alcaraz Dr Peter Chee Kenzer Tan	6,500/pax
21 – 22 May 25 – 26 May 3 – 5 June 9 – 10 June (8.30am-10.30am Vietnam time)	e-CTLP Development and Learning Professional	International	Online	Dr William Rothwel Dr Mario Aquino del Castillo	2,800/pax
13 – 14 Jul	Hybrid GWLDP Global Women Leadership Development Program – Phase 3	Malaysia	Hybrid	Serely Alcaraz Dr Peter Chee Kenzer Tan	6,500/pax



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DATE	EVENT	COUNTRY	TYPE	TRAINER	FEES (USD)
2, 9, 16, 23, 30 Jul 7 Aug	e-CTP Certified Training Professional	International	Online	Dr Mario Aquino del Castillo	3,500/pax
8 – 9 June 29 – 30 June 20 – 21 Jul 17 – 19 Aug	e-CCMP Certified Coaching and Mentoring Professional	International	Online	Safura Atan KC Lee Dr Mario Aquino del Castillo Dr Peter Chee	3,000- 3,690/pax
6 – 8 Sept	53rd ARTDO Conference	Kota Kinabalu Malaysia	F2F		
Sept	e-CCMC Certified Chief Master Coach	International	Online	Dr Marshall Goldsmith John Mattone Dr Peter Chee Darelyn DJ Mitsch Brenda Bence Dr Marcia Reynolds Arthur Carmazzi	9,830/pax
14 – 15 Sept 15 – 16 Oct 4 – 5 Nov 1 – 3 Dec	e-CCMP Certified Coaching and Mentoring Professional	International	Online	Safura Atan KC Lee Dr Mario Aquino del Castillo Dr Peter Chee	3,000- 3,690/pax



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DATE	EVENT	COUNTRY	TYPE	TRAINER	FEES (USD)
16, 23, 30 Oct, 6, 13, 20 Nov	e-CTP Certified Training Professional	International	Online	Dr Mario Aquino del Castillo	3,500/pax

Legend

CCMP	Certified Coaching and Mentoring Professional	CTCS	Certification in Talent Competency and Succession Management
ECS	Essential Coaching Skills	CCMC	Certified Chief Master Coach
HOC	Heart of Coaching	CTP	Certified Training Professional
EMS	Essential Mentoring Skills	CHRBP	Certified Human Resource Business Partner
CMBS	Coaching and Mentoring for Breakthrough Success	GWLDP	Global Women Leadership Development Program
CTLP	Certified Talent Development and Learning Professional		
CIDD	Certification in Instructional Design and Development		



Explore ITD's Publications

Stay updated with the latest trends & insights in coaching, HR and leadership development with ITD World Vietnam's monthly issues – compiled based on various research & publications from our team of experts and other world-renowned authors in the industry.

2025



December 2025

Topic: *Talent Sustainability*



November 2025

Topic: *Succession Planning*



October 2025

Topic: *Organizational Transformation*



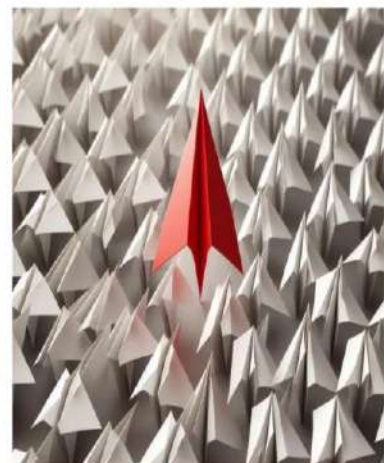
September 2025

Topic: *Learning & Development*



August 2025

Topic: *Talent Acceleration*



July 2025

Topic: *Leading through Disruption*



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Mission

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Vision

The #1 Global Coaching and Leadership Development Partner.

Core Values (LISTEN):

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Competitive Advantage Statement:

ITD World is an award-winning Multinational Corporation that provides the world's best coaching and leadership development solutions to leading global organizations. We offer comprehensive & innovative solutions that produce superior results

Core Activities and Resources:

Talent and Leadership Development; Corporate Training, and Consulting; Team and Executive Coaching, Professional Competency Certification; Mega Events and Seminars; Coaches, Mentors and Speakers Bureau; Community Services and Campaigns. Over 308 world-class programs and more than 200 dedicated mega gurus, top international resource persons, trainers, speakers, coaches and consultants from around the world.

Exclusive Mega Gurus:

Dr. Marshall Goldsmith, John Mattone, Dr. William Rothwell, Dr. Peter Chee, Thomas G. Crane, Dr. John C. Maxwell, Marcia Reynolds, Darelyn DJ Mitsch, Arthur Carmazzi & Brenda Bence

Quality Certification, Awards & Publications:



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